



Non-Represented Full-Time Benefits Summary

MEDICAL		DENTAL	OTHER
Employer paid portion of Medical/Dental: 85%		Employee paid portion of Medical/Dental: 15%	
Regence/CIS HDHP-4 w/HSA & Vision Deductible: \$1700 Single; \$3400 Family; Eligible 1 st after date of hire (1st=1st)	CIS Dental Plan II- Calendar year maximum-\$1500; deductible- \$0		Flexible Spending Account (FSA)- You can contribute \$2850 for health care expenses in 2023; up to \$570 can be carried over.
	Kaiser Dental II- No deductible; Calendar year maximum-\$2000		Employee Assistance Program (EAP)- Through Canopy AFLAC through payroll deduction
Kaiser Copay B with Vision Out-of-Pocket: \$1500 Single; \$3000 Family; Eligible 1 st after date of hire (1st=1st)	Willamette Dental A- No deductible; No annual maximum		For Regence plan only, access to Hinge Health for joint & muscle care and access to Surgery Plus services.
			Nationwide Pet Insurance through payroll deduction Allstate Identity Theft Protection services

HEALTH SAVINGS ACCOUNT (HSA)-REGENCE PLAN ONLY

What is a Health Equity HSA?

A health savings account that allows you and/or your employer to contribute to tax-free. Funds can be used tax-free to pay for qualified medical expenses. Contributions carry over from year-to-year, even if you change jobs or retire.

Effective: 1st day of employment

City Contribution: Over the course of a calendar year \$1700 Single; \$3400 Family

LIFE INSURANCE/AD&D/LTD

City Sponsored Life Insurance Policy and AD&D Policy: In the value of one year of employee's salary

City Sponsored Long Term Disability (LTD) Policy: In the value of 66.67% of monthly pay up to \$8,000

Policies Effective: 1st after date of hire

Supplemental Employee/Spouse/Dependent Life Insurance: Voluntary, amount is designated by employee

Effective: New hire- 1st after date of hire **Current Employee:** Apply during open enrollment, January 1 effective

RETIREMENT PROGRAMS

Public Employees Retirement System (PERS): City picks up employee's 6% contribution; new hires are PERS eligible after working 600 hours in a 1-year period

Deferred Compensation: 457 plan administered by Mission Square; 401a through Mission Square for employer match up to 5%

Eligible: Employee may sign up to contribute at any time **Effective:** 1st of month after employee signs up for plan

PAID VACATION*

Length of Service	Days Per Year
0-24 Months	11 days
25-60 Months	13 days
61-120 Months	17 days
121-180 Months	20 days
181-240 Months	22 days
241-300 Months	24 days
301+ Months	26 days

*Available for use after 180 days

OTHER LEAVES

Holidays: 12 recognized holidays
8 hours of floating holiday leave

Paid Bereavement Leave: City paid for up to 5 days for qualifying employees; additional unpaid/paid available through OFLA

Paid Jury Duty Leave: For qualifying employees when they are called for jury duty or subpoenaed to appear as a witness. See HR Rules for specifics.

Paid Sick Leave: 96 hours annually, accruing equally in 26 pay periods. Available for use as soon as accrued.

ADDITIONAL CITY BENEFITS

Commuter Benefits: With City badge, free ridership on Woodburn Transit Fixed Route; on-site bike racks at select City locations.

Wellness Benefits: Free employee access to Woodburn Aquatic Center; \$150 in Amazon rewards through BeyondWell program.